Annual-Pay Increase for State, Metro Areas Lags National Average

Arizona's ranking among other states and the District of Columbia for annual pay of workers covered by state and federal Unemployment Insurance (UI) stayed virtually the same from 1986 to 1987. But UI-covered workers in the state failed to keep pace nationally in terms of annual percentage increase.

The metropolitan areas of Phoenix and Tucson, however, dropped slightly in rankings for average annual pay among Metropolitan Statistical Areas (MSAs) during the same period, although the Phoenix MSA stayed even on an annual percentage-increase basis. (An MSA is defined as an area that either has a city with a population of 50,000, or contains a U.S. Bureau of the Census-defined "urbanized area" of 50,000 in population and metropolitan area population of 100,000.)

Average annual pay statistics for Arizona, and the Phoenix and Tucson MSAs in 1987 are part of preliminary data issued in two U.S. Department of Labor, Bureau of Labor Statistics news releases (USDL 88-413 and 88-516) and the publication, *Employment and Wages, Annual Averages, 1987.*

Arizona's average annual pay of $19,604 tied for 21st (with Missouri) in 1987, an increase of 3.7 percent over the previous year. In 1986, the state ranked 22nd with an average of $18,876. Arizona, however, did not keep pace nationally, with average annual pay for all states and Washington D.C. increasing 4.2 percent to $20,852 in 1987.

Looking at the state by industry, workers in the Services sector fared the best on a percentage-increase basis, with a rise in average annual pay of 7.3 percent. Manufacturing was second, at 5.3 percent, and Finance, Insurance, and Real Estate (FIRE) was third, at 4.8 percent. Employees faring the worst were in Mining and Construction, where pay decreased 3.0 percent and 0.7 percent, respectively.

The Phoenix MSA's 4.5 percent rise in average annual pay from 1986 to 1987 basically remained even with the MSA national average (4.6 percent), but it wasn't enough to prevent its MSA ranking to drop from 75 to 80. The Phoenix MSA annual pay averaged $20,612 in 1987, compared to a national average of $21,724 for 317 MSAs surveyed.

The Tucson MSA fared much worse, with an annual average pay increase of 3.4 percent, which is reflected in its drop in rank from 169 to 188.

(Continued on Page 3)

ARIZONA AVERAGE ANNUAL PAY BY INDUSTRY

	1986	1987(3)	Percent Chg. 1986-1987(4)
Private Industry			
Overall	$18,351	$19,049	3.8
Mining	30,217	29,297	-3.0
Construction	20,598	20,445	-0.7
Manufacturing	24,786	26,109	5.3
Transportation, Communications, and Public Utilities	24,958	25,335	1.5
Wholesale Trade	22,849	23,619	3.4
Retail Trade	11,492	11,741	2.2
Finance, Insurance., and Real Estate	22,582	23,660	4.8
Services	16,337	17,526	7.3
Government			
Overall	21,559	22,481	4.3

Source: News, U.S. Bureau of Labor Statistics, USDL 88-413, Aug. 24, 1988.

ANNUAL PAY LEVELS IN STATES, METROPOLITAN AREAS

State	Metro Area (1)	Average Annual Pay 1986	Average Annual Pay 1987(2,3)	Rank by Pay 1987	Pct. Change 1986-1987(4)	Rank by Change 1986-1987
Overall		19968	20852	----	4.2	----
	Overall	20762	21724	----	4.6	----
Alabama		17628	18304	36	3.7	24 (tie)
	Birmingham	19917	19164	110	3.9	142
Alaska		28444	28028	2	-1.5	51
	Anchorage	28742	28486	1	- .9	313
Arizona		**18876**	**19604**	**21 (tie)**	**3.7**	**24 (tie)**
	Phoenix	**19730**	**20612**	**80**	**4.5**	**101**
	Tucson	**17951**	**18566**	**188**	**3.4**	**174**
Arkansas		16172	16536	46 (tie)	2.3	39 (tie)
	Little Rock	18469	18912	168	2.4	245
California		21996	23088	6 (tie)	4.7	13 (tie)
	Los Angeles	23482	25005	11	6.5	29
	Sacramento	20223	21047	61	4.1	126
	San Diego	20146	21051	60	4.5	101
	San Francisco	25594	26594	5	3.9	142
Colorado[1]		20280	20748	11 (tie)	2.3	39 (tie)
	Denver	22283	22895	26	2.7	231
Connecticut		22516	24336	4	7.5	1
	Hartford	22395	24151	15	7.8	9
Deleware		19604	20748	11 (tie)	5.5	8
	Wilmington	21351	22266	37	4.3	113
Washington D.C.		27144	28496	1	4.7	13 (tie)
Florida		17680	18668	32	5.3	9
	Miami	19785	20988	64	6.1	37
	Tampa-St. Pet.	17116	17911	215	4.6	95
Georgia		18772	19656	20	4.5	16 (tie)
	Atlanta	21243	22426	33	5.6	58
Hawaii		18096	19084	25	5.2	10
	Honolulu	18724	19718	123	5.3	69
Idaho		16640	17056	45	2.4	38
	Boise	18814	19371	139	3.0	210
Illinois		21476	22256	9	2.3	39 (tie)
	Chicago	23155	24059	17	3.9	142
	Peoria	20370	21205	54	4.1	126
Indiana		19032	19708	19	3.4	27 (tie)
	Indianapolis	20115	21081	58	4.8	83
Iowa		16640	17316	43	3.9	21 (tie)
	Des Moines	18728	19389	138	3.5	161
Kansas		17940	18408	35	2.5	35 (tie)
	Wichita	20527	20897	68	1.8	274
Kentucky		17316	17992	38	3.8	23
	Louisville	18684	19448	134	4.1	126
Louisiana		18304	18720	31	2.2	45 (tie)
	New Orleans	19264	19788	119	2.7	231
Maine		16328	17472	42	6.5	3
	Portland	17598	18673	183	6.1	37

ANNUAL PAY LEVELS IN STATES, METROPOLITAN AREAS (Cont.)

State	Metro Area (1)	Average Annual Pay 1986	Average Annual Pay 1987(2,3)	Rank by Pay 1987	Pct. Change 1986-1987(4)	Rank by Change 1986-1987
Maryland		20124	21320	10	5.6	6 (tie)
	Baltimore	19911	20978	65	5.4	64
Massachusetts		20904	22464	8	6.9	2
	Boston	22250	23888	19	7.4	13
Michigan		22724	23088	6 (tie)	1.6	48
	Detroit	24806	25301	9	2.0	266
Minnesota		19604	20436	15 (tie)	4.0	19 (tie)
	Minnepls.-St. Paul	21495	22385	35	4.1	126
Mississippi		15444	15964	50	3.3	29 (tie)
	Jackson	17267	17837	219	3.3	181
Missouri		18928	19604	21 (tie)	3.4	27 (tie)
	St. Louis	20969	21793	46	3.9	142
	Kansas City	20062	20848	70	3.9	142
Montana		16068	16432	48	2.2	45 (tie)
	Great Falls	16263	16571	281	1.9	270
Nebraska		16120	16536	46 (tie)	2.5	35 (tie)
	Omaha	18072	18461	190	2.2	256
Nevada		18720	19500	23	4.0	19 (tie)
	Las Vegas	18617	19359	140	4.0	133
	Reno	18708	19563	130	4.6	95
New Hampshire		18304	19396	24	5.6	6 (tie)
	Manchester	20107	21502	48	6.9	22
New Jersey		22360	23868	5	3.2	31
	Newark	23962	25536	6	6.6	28
New Mexico		17316	17784	40	2.6	34
	Albuquerque	18492	19162	149	3.6	167
New York		23192	24648	3	5.9	5
	New York City	26241	28179	2	7.4	13
	Buffalo	18732	19324	142	3.2	188
North Carolina		16952	17836	39	4.5	16 (tie)
	Charlotte	18650	19806	117	6.2	36
	Raleigh-Durham	19613	20366	94	3.8	151
North Dakota		15808	16172	49	2.3	39 (tie)
	Fargo	16758	17123	253	2.2	256
Ohio		19916	20592			
	Cleveland	21190	21985	42	3.7	156
	Columbus	19640	20333	96	3.5	161
	Cincinnati	20281	21150	57	4.3	113
Oklahoma		18356	18616	33	1.4	49
	Oklahoma City	19144	19534	131	2.0	266
Oregon		18304	18876	26 (tie)	3.0	33
	Portland	19934	20584	85	3.3	181
Pennsylvania		19396	20384	15 (tie)	4.8	12
	Philadephia	21115	22447	32	6.3	34
	Pittsburgh	20187	21019	63	4.1	126
Rhode Island		17732	18876	26 (tie)	6.0	4
	Providence	17574	18696	179	6.4	32
South Carolina		16588	17264	44	3.6	21 (tie)
	Charleston	16572	17167	251	3.6	167

ANNUAL PAY LEVELS IN STATES, METROPOLITAN AREAS (Cont.)

State	Metro Area(1)	Average Annual Pay 1986	Average Annual Pay 1987(2,3)	Rank by Pay 1987	Pct. Change 1986-1987(4)	Rank by Change 1986-1987
South Dakota		14508	14976	51	3.1	32
	Sioux Falls	16957	17456	239	2.9	219
Tennessee		17680	18512	34	4.5	16 (tie)
	Memphis	18799	19709	124	4.8	83
	Nashville	18667	19737	122	5.7	54
Texas		19968	20488	14	2.5	35 (tie)
	Dallas	22769	23624	21	3.8	151
	El Paso	15747	16142	298	2.5	241
	Houston	23175	23509	24	1.4	289
	San Antonio	17843	18436	192	3.3	181
Utah		17888	18304	36 (tie)	2.3	39 (tie)
	Salt Lake-Ogden	18306	18856	170	3.0	210
Vermont		16848	17680	41	4.7	13 (tie)
	Burlington	19556	20422	89	4.4	109
Virginia		18980	19968	18	4.9	11
	Richmond-Petrsbrg	19348	20374	93	5.3	69
Washington		19656	20124	17	2.3	39 (tie)
	Seattle	21928	22543	31	2.8	225
West Virginia		18408	18824	29 (tie)	2.2	45 (tie)
	Charleston	19951	20352	95	2.0	266
Wisconsin		18200	18876	26 (tie)	3.6	26
	Milwaukee	20143	20838	71	3.5	161
Wyoming		18980	18824	29 (tie)	-1.0	50
	Cheyenne	17936	18103	206	.9	300

Source: Employment and Wages, Annual Averages, 1987, U.S. Dept. of Labor, November 1988, Bulletin 2314.

Footnotes:

1. Includes data for Metropolitan Statistical Areas and Primary Metropolitan Statistical Areas as of June 30, 1988.
2. Figure for 1987 includes estimate for fourth quarter.
3. Data are preliminary.
4. Percent changes computed from unrounded average annual pay data and may differ from pay data rounded to the nearest dollar.

(Continued from Page 2)

Average annual pay for the Tucson MSA in 1987 was $18,566, more than $3,000 below the national average.

Data for average annual pay are compiled from federal and state UI payroll reports on 101 million workers. Included in the data are bonuses, cash value of meals and lodging, tips and other gratuities, and employer contributions to certain deferred compensation plans.

Major exclusions from UI data include: most agricultural workers on small farms; all members of the military; most elected officials, railroad employees, domestic workers, and student workers at schools; employees of certain small nonprofit organizations; self-employed individuals; and all unpaid members of a family business.

"Average" pay is determined by dividing total annual pay of full- and part-time employees by the average monthly number of employees. Caution is advised when using these data, however, as certain factors can skew pay averages. Among these are ratio of full-time to part-time workers, and number of individuals in high-paying and low-paying occupations. Retail trade businesses, for instance, generally have a large percentage of part-time employees.

--Brent Fine

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The Arizona Labor Force in November

Arizona's unemployment rate dipped to 6.8 percent in November, as the number of unemployed fell by 4,800. Several factors caused the drop, including a growing number of discouraged job seekers leaving the market, and slowed in-migration.

A total of 7,300 wage-and-salary jobs were added to the state's economy in November -- a weak increase, particularly when seasonal factors are considered. Retail Trade and Government employment showed strong growth while troubled conditions persisted in Construction, and Finance, Insurance, and Real Estate (FIRE). Manufacturing also contributed to the lackluster performance as employment fell for the second straight month. The remaining industries exhibited little change from October.

Retail Trade employment jumped by 5,400, more than 1,200 above October's gain. Compared to previous years, November's Retail Trade growth was reasonably good.

Government added 3,600 jobs during November, with the gains coming primarily in schools and at the state level. Over the year, growth in this sector comes in at 3.2 percent, well below the 5.4 percent growth recorded over the same period last year. Slower growth in this sector is a consequence of the state's sluggish in-migration rate.

Construction continues to be the major drag on the Arizona economy. The industry entered its 29th month of decline in November, losing another 1,300 jobs. With no turnaround expected before late 1989 or 1990, the current contraction will no doubt be longer than the 31-month cycle of the previous Construction decline.

Employment in FIRE fell in November for the 12th consecutive month. The loss of 500 jobs brings the total number of jobs lost in this sector since November 1987 to 4,500, a 4.7 percent drop. Losses in FIRE came from financial and real estate sectors, both hurt by a lack of activity in Construction.

While Manufacturing is typically slack this time of year, the drop of

(Continued on Page 12)

Arizona Labor Force and Employment

November 1988 (in thousands)

	Arizona				
				Amount Change	
	Nov.* 1988	Oct. 1988	Nov. 1987	Oct.- Nov.	1987- 1988
TOTAL CIVILIAN LABOR FORCE**	1748.3	1719.9	1640.8	+28.4	+107.5
Total Unemployment	114.2	119.0	94.2	-4.8	+20.0
Rate	6.5	6.9	5.7	----	----
Rate (Sea. Adj.)***	6.8	7.1	5.9	----	----
Total Employment	1634.1	1600.9	1546.6	+33.2	+87.5

The Above Labor Force Statistics Should No

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1429.0	1421.7	1417.2	+7.3	+11.8
Manufacturing	188.5	189.5	188.1	-1.0	+0.4
Durable Goods	145.2	146.1	146.4	-0.9	-1.2
Stone, Clay, and Glass	7.2	7.3	7.7	-0.1	-0.5
Primary and Fabricated Metals	16.2	16.2	15.9	+0.0	+0.3
Primary Metals	7.4	7.4	7.3	+0.0	+0.1
Fabricated Metals	8.8	8.8	8.6	+0.0	+0.2
Machinery	65.1	65.6	65.0	-0.5	+0.1
Other Durable Goods	56.7	57.0	57.8	-0.3	-1.1
Aircraft and Missiles	26.2	26.2	26.9	+0.0	-0.7
Lumber and Wood Product (Excluding Furniture)	8.7	8.7	8.6	+0.0	+0.1
All Other Durable Goods	21.8	22.1	22.3	-0.3	-0.5
Nondurable Goods	43.3	43.4	41.7	-0.1	+1.6
Food and Kindred Products	9.5	9.5	9.1	+0.0	+0.4
Apparel	4.5	4.6	4.7	-0.1	-0.2
Printing and Publishing	16.4	16.3	16.2	+0.1	+0.2
All Other Nondurable Goods	12.9	13.0	11.7	-0.1	+1.2
Mining and Quarrying	12.0	12.1	11.7	-0.1	+0.3
Copper Mining	8.9	9.0	8.7	-0.1	+0.2
Other Mining and Quarrying	3.1	3.1	3.0	+0.0	+0.1
Construction	94.5	95.8	99.1	-1.3	-4.6
Trans., Communications, & Public Utilities	73.4	73.0	74.1	+0.4	-0.7
Transportation	37.3	37.0	37.5	+0.3	-0.2
Communications and Public Utilities	36.1	36.0	36.6	+0.1	-0.5
Trade	353.5	347.5	347.1	+6.0	+6.4
Wholesale Trade	69.4	68.8	69.1	+0.6	+0.3
Retail Trade	284.1	278.7	278.0	+5.4	+6.1
General Merchandise and Apparel	46.3	43.6	47.1	+2.7	-0.8
Food Stores	47.1	46.5	45.2	+0.6	+1.9
Automotive and Service Stations	33.4	33.3	32.4	+0.1	+1.0
Eating and Drinking Places	99.7	98.8	96.5	+0.9	+3.2
Other Retail Trade	57.6	56.5	56.8	+1.1	+0.8
Finance, Insurance, and Real Estate	90.9	91.4	95.4	-0.5	-4.5
Services and Miscellaneous	358.3	358.1	351.8	+0.2	+6.5
Hotels and Other Lodging Places	41.0	40.7	37.6	+0.3	+3.4
Business Services	75.8	75.8	76.7	+0.0	-0.9
Health Services	91.1	91.0	88.3	+0.1	+2.8
Other Services	150.4	150.6	149.2	-0.2	+1.2
Government	257.9	254.3	249.9	+3.6	+8.0
Federal	43.6	43.5	43.3	+0.1	+0.3
State and Local	214.3	210.8	206.6	+3.5	+7.7
School	125.5	123.4	122.9	2.1	+2.6

* Preliminary

** Labor force, unemployment, and employment are reported by place of residence.

*** Normal seasonal variations have been eliminated to reflect underlying economic trends.

November 1988 (In thousands)

MARICOPA COUNTY					PIMA COUNTY				
			Amount Change					Amount Change	
Nov.* 1988	Oct. 1988	Nov. 1987	Oct.- Nov.	1987- 1988	Nov.* 1988	Oct. 1988	Nov. 1987	Oct.- Nov.	1987- 1988
1078.7	1061.2	1015.7	+17.5	+63.0	331.3	326.5	313.6	+4.8	+17.7
60.0	61.4	49.7	-1.4	+10.3	18.3	18.6	15.3	-0.3	+3.0
5.6	5.8	4.9	---	---	5.5	5.7	4.9	---	---
5.7	5.9	5.0	---	---	5.6	5.8	4.8	---	---
1018.7	999.8	966.0	+18.9	+52.7	313.0	307.9	298.3	+5.1	+14.7

Be Used for Economic Assistance Programs

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

937.8	932.6	933.3	+5.2	+4.5	251.9	251.0	250.0	+0.9	+1.9
137.9	138.5	136.8	-0.6	+1.1	29.7	30.1	30.9	-0.4	-1.2
107.5	107.9	107.4	-0.4	+0.1	23.9	24.4	25.4	-0.5	-1.5
4.8	4.9	5.0	-0.1	-0.2					
11.0	11.0	10.8	+0.0	+0.2					
51.8	52.0	51.7	-0.2	+0.1					
39.9	40.0	39.9	-0.1	+0.0					
30.4	30.6	29.4	-0.2	+1.0	5.8	5.7	5.5	+0.1	+0.3
6.3	6.2	6.1	+0.1	+0.2					
3.5	3.6	3.5	-0.1	+0.0					
11.4	11.4	11.5	+0.0	-0.1					
9.2	9.4	8.3	-0.2	+0.9					
0.7	0.7	0.6	+0.0	+0.1	1.8	1.8	1.6	+0.0	+0.2
63.4	64.0	66.3	-0.6	-2.9	18.2	18.5	19.4	-0.3	-1.2
50.7	50.5	50.9	+0.2	-0.2	9.4	9.3	9.7	+0.1	-0.3
27.3	27.0	26.9	+0.3	+0.4	4.5	4.5	4.9	+0.0	-0.4
23.4	23.5	24.0	-0.1	-0.6	4.9	4.8	4.8	+0.1	+0.1
238.2	233.8	235.0	+4.4	+3.2	58.6	57.7	57.0	+0.9	+1.6
54.8	54.4	54.2	+0.4	+0.6	8.1	8.2	8.1	-0.1	+0.0
183.4	179.4	180.8	+4.0	+2.6	50.5	49.5	48.9	+1.0	+1.6
29.0	27.1	30.7	+1.9	-1.7	8.0	7.5	8.3	+0.5	-0.3
30.4	29.9	29.1	+0.5	+1.3	7.9	7.8	7.4	+0.1	+0.5
20.7	20.6	19.9	+0.1	+0.8	5.7	5.8	5.5	-0.1	+0.2
64.2	63.5	62.0	+0.7	+2.2	18.4	18.2	17.7	+0.2	+0.7
39.1	38.3	39.1	+0.8	+0.0	10.5	10.2	10.0	+0.3	+0.5
72.2	72.7	75.6	-0.5	-3.4	12.1	12.1	12.6	+0.0	-0.5
241.1	241.0	236.8	+0.1	+4.3	67.4	67.5	66.4	-0.1	+1.0
24.1	23.6	21.2	+0.5	+2.9	6.9	6.9	6.9	+0.0	+0.0
60.0	60.1	61.4	-0.1	-1.4	11.2	11.1	11.1	+0.1	+0.1
59.7	59.9	58.0	-0.2	+1.7	19.3	19.3	18.7	+0.0	+0.6
97.3	97.4	96.2	-0.1	+1.1	30.0	30.2	29.7	-0.2	+0.3
133.6	131.4	131.3	+2.2	+2.3	54.7	54.0	52.4	+0.7	+2.3

NOTE: Prepared by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Nonmetropolitan Counties
Labor Force and Employment
November 1988

	Apache	Cochise	Coco-nino	Gila	Graham	Green-lee	La Paz
CIVILIAN LABOR FORCE*	15,725	34,050	42,300	12,525	8,475	3,000	5,175
Total Unemployment	2,875	2,850	3,825	1,500	900	300	500
Rate	18.3%	8.4%	9.0%	12.0%	10.6%	10.0%	9.7%
Rate (Seas. Adj.)**	18.3%	8.7%	9.1%	12.3%	10.4%	10.2%	8.6%
Total Employment	12,850	31,200	38,475	11,025	7,575	2,700	4,675
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY	15,275	23,975	37,825	10,400	5000	2,850	3,400
Manufacturing	825	1,250	2,900	1,300	225	75	325
Mining & Quarrying	25	100	175	1,375	0	1,600	50
Construction	1,025	1,200	1,725	575	200	200	175
T.C.P.U.	1,925	1,600	2,500	375	150	50	75
Trade	1,600	5,275	9,300	2,400	1,600	225	1,100
F.I.R.E.	325	675	775	275	100	25	100
Services & Misc.	4,525	4,500	10,450	1,850	900	125	800
Government	5,025	9,375	10,000	2,250	1,825	550	775

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
CIVILIAN LABOR FORCE*	31,450	27,250	36,375	10,525	36,625	47,625
Total Unemployment	2,200	3,700	3,625	2,200	2,200	15,650
Rate	7.0%	13.6%	10.0%	20.9%	6.0%	32.9%
Rate (Seas. Adj.)**	7.2%	13.3%	9.3%	17.7%	6.3%	26.3%
Total Employment	29,250	23,550	32,750	8,325	34,425	31,975
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY	21,850	20,425	28,050	8,700	24,600	24,175
Manufacturing	3,050	1,950	3,775	1,250	2,325	1,675
Mining & Quarrying	325	1,175	3,950	0	975	100
Construction	1,700	1,150	1,375	325	2,300	1,400
T.C.P.U.	1,275	1,800	900	500	825	1,100
Trade	6,300	4,125	5,125	3,375	6,725	7,175
F.I.R.E.	925	375	775	375	975	875
Services & Misc.	4,850	5,250	3,950	1,375	5,625	5,700
Government	3,425	4,600	8,200	1,500	4,850	6,150

* Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for economic assistance programs.

T.C.P.U. = Transportation, Communications, and Public Utilities
F.I.R.E. = Finance, Insurance, and Real Estate

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

Estimated Hours and Earnings of Production Workers in Selected Industries Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987
Manufacturing	411.76	405.14	404.19	41.3	40.8	40.5	9.97	9.93	9.98
Aircraft & Missiles	INA	INA	567.23	INA	INA	43.7	INA	INA	12.98
Food & Kindred Prod.	328.78	325.54	367.34	39.9	39.7	40.5	8.24	8.20	9.07
Primary Metals	509.33	511.73	461.03	39.3	39.7	37.3	12.96	12.89	12.36
Machinery	413.10	404.81	391.22	40.7	40.2	39.2	10.15	10.07	9.98
Copper Mining	530.82	537.42	497.35	41.6	41.5	40.8	12.76	12.95	12.19
Construction	417.56	411.09	421.94	36.5	35.5	36.5	11.44	11.58	11.56
Utilities	634.82	654.80	637.69	41.6	42.3	43.0	15.26	15.48	14.83
Retail Trade**	239.99	245.25	242.03	32.3	32.7	32.1	7.43	7.50	7.54
Wholesale Trade	373.23	384.52	399.12	39.0	39.6	39.4	9.57	9.71	10.13

Estimated Hours and Earnings of Production Workers in Selected Industries Maricopa County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987
Manufacturing	444.16	428.86	434.89	42.1	41.0	41.3	10.55	10.46	10.53
Construction	442.62	426.36	434.40	36.4	35.5	36.2	12.16	12.01	12.00
Retail Trade**	262.87	270.68	269.10	32.9	33.5	33.1	7.99	8.08	8.13
Wholesale Trade	394.81	404.40	405.97	39.6	40.0	39.3	9.97	10.11	10.33

Estimated Hours and Earnings of Production Workers in Selected Industries Pima County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987	Nov.* 1988	Oct. 1988	Nov. 1987
Manufacturing	373.28	380.56	364.72	39.5	39.6	38.8	9.45	9.61	9.40
Copper Mining	597.97	609.44	532.90	43.3	43.5	41.6	13.81	14.01	12.81
Construction	386.08	369.96	382.58	36.7	36.2	37.0	10.52	10.22	10.34
Utilities	580.97	578.10	574.98	41.0	41.5	42.0	14.17	13.93	13.69

* Preliminary
** Excludes eating and drinking places.

NOTE: These estimates are based on a sample of full-time and part-time production and related employees whose payroll and hours are reported for the pay period that includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment for Economic Assistance Programs November 1988

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,748,358	1,634,115	114,243	6.5%
Apache	15,784	13,415	2,369	15.0
Cochise	36,720	33,609	3,111	8.5
Coconino	44,731	40,872	3,859	8.6
Gila	13,722	11,997	1,725	12.6
Graham	9,350	8,479	871	9.3
Greenlee	3,223	2,931	292	9.1
La Paz	5,409	4,858	551	10.2
Maricopa	1,078,703	1,018,738	59,965	5.6
Mohave	33,641	31,308	2,333	6.9
Navajo	28,023	24,572	3,451	12.3
Pima	331,335	313,047	18,288	5.5
Pinal	41,130	37,260	3,870	9.4
Santa Cruz	11,206	9,277	1,929	17.2
Yavapai	38,724	36,253	2,471	6.4
Yuma	56,655	47,498	9,157	16.2

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

NOTE: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

The Arizona Labor Force in November

(Continued from Page 7)
1,000 jobs was larger than expected. Job losses were concentrated in high tech, machinery, and other durable goods sectors. Over the past 12 months, Manufacturing employment increased at a meager rate of 0.2 percent, an addition of only 400 jobs.

The performance of the remaining industries was influenced primarily by seasonal factors. Transportation, Communications, and Public Utilities (TCPU) added 400 more employees in November. Most of this increase resulted from Transportation gearing up for the holiday rush. In the Services sector, hotel and lodging employment grew by 300 as staffs were expanded to handle the inflow of winter visitors. Mining and Quarrying employment fell by 100 but still maintains a 2.6 percent rate of growth over the past 12 months.

As the year wound to a close, it was obvious that Arizona's economic performance in 1988 was the weakest since 1982. Total wage-and-salary growth did not likely exceed 2.0 percent, and the economy's sluggishness will continue into 1989 based on a variety of factors. Among these are the slowdown in the national economy, growing inflationary expectations, the continuation of the correction phase in Construction, and the slowing of migration to the state.

--Rosemary Reardon

New Developments

"New Developments" is featured each month as a service to our readers. This section is a compilation of public announcements and articles from newspapers and periodicals about events significant to Arizona labor markets. Due to space limitations, however, an exhaustive list of business news is not possible. In addition, the LMI Newsletter is not responsible for incorrect information reported from these sources.

MANUFACTURING - Workers at **McDonnell Douglas Helicopter Co.'s** plant in Mesa heard good and bad news in December. Early in the month the company announced it will produce a multipurpose, twin-engine helicopter for commercial use beginning in late 1990. Called the MDX, the helicopter is expected to generate annual sales of $100 million and lead to employment of 500 people at the company's Falcon Field operation by the mid-1990s. On the down side, 100 McDonnell Douglas contract workers, primarily at the Mesa plant, were laid off due to slow sales.

Motorola Inc. has reopened a previously closed plant in Mesa that will make computer-memory chips and is expected to employ 300 people by mid-1989. Renovated at a cost of $100 million, the facility presently employs 150 workers and is projected to generate around $200 million in products annually. The highly automated plant is a joint venture between Motorola and Toshiba Corp.

Edgcore Technology Inc., a Scottsdale-based manufacturer of supermicrocomputers, has laid off 20 employees due to a slump in sales and the moving of production of Edge 2000 computers from Scottsdale to Austin, Texas. Edgcore, which still manufactures its Edge 1000 computers at its Scottsdale Airpark facilities, now employs 140.

Union Carbide Corp. is awaiting approval from the state Department of Environmental Quality and other agencies to build a specialty-gases plant at the Kingman Airport Industrial Airpark. The $8-$10 million plant would initially employ 10 to 12 people, but may eventually employ three times that many workers. Construction of the 25,000-square-foot facility on a 36-acre site could begin as early as this month.

CONSTRUCTION - Negotiations are under way between the city of **Chandler** and **Bay Plaza Development Co.** to build a proposed $46 million, 11-acre redevelopment project in the city's downtown. A Valley National Bank regional office would anchor the first phase -- a six-story, 100,000-square-foot building, and a parking facility. Secondary phases will include retail shops, a hotel, exhibition space, theaters, and more parking. The redevelopment site is bordered by Chandler Boulevard, Colorado Street, and Arizona and Commonwealth avenues.

Construction is set to begin early this year on the northwest Valley's first high-rise -- a 13-story, 231,000-square-foot building on the southeast corner of the Black Canyon Freeway and Peoria Avenue. **HRA Inc.**, the real estate-development arm of the Hartford Insurance Group, is funding the project, which will eventually include a second office tower, and a pavilion with health club and retail shops.

SunCor Development Co. has announced plans to build a $165 million, 145-acre auto mall in Tempe. The project, called Autoplex, will feature space for 15 to 20 auto dealerships ranging in size from 2 to 20 acres. SunCor, a subsidiary of Pinnacle West Corp., plans to build the basic framework of the project and sell finished lots to dealers. The project, to be located near Elliot Road

(Continued on Page 14)

and the Maricopa Freeway, is part of a 428-acre development which is also expected to include a 450,000-square-foot shopping center.

TRANSPORTATION, COMMUNICATIONS and PUBLIC UTILITIES - **America West Airlines**, based in Phoenix, has ordered 25 jetliners and taken options on 25 additional aircraft. The purchase of 15 Boeing 737-300s and 10 Boeing 757s is a continuation of a plan to modernize the airline's fleet, a company spokesman says. The initial order will cost around $800 million.

USAir has increased threefold the number of its gates in Terminal 2 at Sky Harbor International Airport. The Pittsburgh-based air carrier spent $9 million to add six gates and a VIP club. Although USAir, which recently merged with Piedmont Airlines, has not said whether it eventually plans to make Phoenix a hub, it recently added more flights to California from the Valley.

Cargo-carrier **AmeriJet International Inc.** is expanding its operations at Sky Harbor with an eye toward Mexico. The Ft. Lauderdale company was expected to begin in December twice-a-week, air-freight service between Phoenix and Guadalajara, Jalisco, a major area for American electronics-assembly plants in west-central Mexico. AmeriJet already flies between Phoenix and the West Coast, and provides nightly service to Fort Wayne, Ind., for Burlington Air Express.

Marriott In-Flite Services has moved into the first section of its new facilities at the Phoenix Sky Harbor Center on 24th Street west of the airport. Currently, 150 employees work in Marriott's new 52,000-square-foot building, with 125 more expected to occupy a 58,000-square-foot building when the second phase of the plant is completed in September. Marriott, which prepares 5,000 to 15,000 passenger meals a day in Phoenix, projects Sky Harbor air traffic to triple by the year 2000.

An all-business news radio station took to the Phoenix air waves in December. **KFNN** (1510 AM), formerly KJAA, operates from sunrise to sunset with 60-minute reports provided mainly from the Colorado-based Business Radio Network. The station, which has seven full-time employees and can be heard within a 100-mile radius of Phoenix, eventually anticipates broadcasting 24 hours a day.

TRADE - **Federated Group**, which operates home entertainment and electronics superstores, plans to aggressively expand in Arizona. Purchased by computer and electronic-games manufacturer Atari, Federated recently opened a regional warehouse in Mesa and expects to add four stores (to its existing five) in the state during the next 10 months. The new stores (three in the Valley, one in Tucson) will add 300 workers to the chain's Arizona payroll.

One of California's fastest-growing clothing chains, **Wet Seal**, had good reviews (and sales) during Christmas at its first out-of-state outlet -- in the Paradise Valley Mall. Wet Seal, which specializes in "high-tech" junior fashions, plans to open seven or eight stores in the Valley within the next two years.

Egghead Discount Software, which operates 170 computer software stores in the United States and Canada, has opened its first Arizona outlet at 10209 N. 35th Ave. in Phoenix. The company specializes in IBM, Macintosh and Apple II software.

FINANCE, INSURANCE and REAL ESTATE - Two of Arizona's major financial and real estate-development institutions -- **American Continental Corp.** and **Western Savings and Loan Association** -- are experiencing tough times due to the downturn of con-

(Continued on Page [illegible])

struction and real estate in the state. Phoenix-based American Continental is reportedly in the process of laying off as many as 500 employees -- one-third to one-quarter of its staff -- due to corporate restructuring and sale of Lincoln Savings and Loan Association in Irvine, Calif. Most of the initial layoffs are in the real estate division at the company's headquarters and will affect management and secretarial positions. With the sale of Lincoln Savings, American Continental let go much of its real estate holdings, including its planned community of Estrella in Goodyear. The company says it plans to concentrate on its hotel properties, which employ 1,000 of American Continental's 3,000 workers. Western Savings, the state's largest savings and loan association, has been under close scrutiny by the Federal Home Loan Bank Board because of large real estate losses and a cash squeeze. In addition to a depressed real estate market, Western Savings has been hurt by poor loans and investments. John and Gary Driggs, who ran the company the past 20 years, resigned in December.

Federal and state regulators have given approval to the merger of **Scottscom Bank** and Phoenix-based **Thunderbird Bank**. The merged institution, Thunderbird Bank, has 17 offices in the Valley and is the sixth largest bank in Arizona.

First Wisconsin Corp. of Milwaukee, Wis., has announced its intention to acquire **Metro Bankcorp Inc.**, parent company of Metropolitan Bank of Phoenix. First Wisconsin has assets of 7.5 billion, while Metropolitan Bank, with two offices in Phoenix, has assets of approximately $55 million.

SERVICES and MISCELLANEOUS - While the real estate and financial services sectors of the state are experiencing difficulty, the **Arizona tourism industry** appears to be healthy, particularly in Tucson. Visitors are up 7 percent and profits up 25 percent at Tucson's north-side resorts. An estimated 285,000 people attended 700 meetings and conventions in the Old Pueblo in 1988, bringing in about $1.5 billion to the local economy. While the going is good, Wolfswinkel Group of Mesa and Hawaiian-based developer Christopher Hemmeter are nearing a joint-venture agreement to build a $500 million resort north of Tucson, in Oro Valley. The project would include three hotels, residential and commerical development, and a 2.5-mile Formula 1 race track.

The **Orange Tree Golf and Conference Resort** in Scottsdale, a 160-room resort at 56th Street and Shea Boulevard, is expected to be finished and fully open by the end of the month. The $25 million resort, which caters to vacationing golfers, and business groups of 100 or less, features 14,000 square feet of conference space, a 5,000-square-foot ballroom, sports lounge and restaurant.

The **Doubletree Hotel at Scottsdale Mall** has been sold to the partnership of Heller-White Hotels of Phoenix. Built in 1975 and one of the first Doubletree properties, the sale leaves the Arizona-based chain with 30 resorts, including the Doubletree Suites at Gateway Center in Phoenix, and the Doubletree Hotel and Resort in Tucson. No management changes are anticipated.

GENERAL - **Business failures** in Arizona rose about 80 percent during the first nine months of 1988, compared to a 6.3 percent decline nationally. Dun and Bradstreet Corp. reported that a total of 1,076 businesses failed from January through September, compared to 596 a year earlier. Arizona's soft economy and a large number of business starts between 1985 and 1987 are blamed for the high attrition rate.

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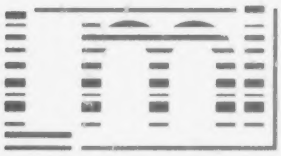

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ARIZONA LABOR MARKET INFORMATION NEWSLETTER

Vol. XIII No. 2
February 1989

Unemployment Rate

Seasonally Adjusted
December*

ARIZONA	6.8%
Maricopa County	5.7%
Pima County	5.5%
UNITED STATES	5.3%

Consumer Price Index

U.S. - December 1988
Base = 1982-84

Wage Earner/Clerical Worker	119.2
% Chg. Year Ago	4.4
All Urban	120.5
% Chg. Year Ago	4.4

Phoenix - 4th Qtr 1988
Base = 1982-84

All Urban	122.5
% Chg. Year Ago	5.1

Tucson - 4th Qtr 1988
Base = 1982-84

All Urban	124.3
% Chg. Year Ago	3.2

* Preliminary

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Arizona Department of Economic Security
— Moving People Toward Self-Sufficiency

Pima County Workers Gain on Northern Counterparts, '88 Wage Survey Shows

Each August, the Arizona Department of Economic Security, Research Administration, sends out questionnaires to small employers (fewer than 100 workers) in Maricopa and Pima counties to determine hourly wages for occupations in a cross-section of industries. The results are then tabulated to determine the low, high and weighted-average wages for each occupation (with sufficient survey responses) and published in separate yearly reports for both counties.

The small-employer wage survey, which began in 1977, is particularly significant because small employers make up 97 percent of businesses in Arizona -- 77,367 out of 79,441 as of March 1988 -- and about 55 percent of the wage and salary employment. Since it started, the survey's industrial and occupational groups, and the methodology used have remained the same, while the list of occupations canvassed has grown.

Occupations from the following major industry groups are represented in the survey: Construction; Manufacturing; Transportation, Communications, and Public Utilities (TCPU); Wholesale Trade; Retail Trade; Finance, Insurance, and Real Estate (FIRE); and Services. Within each industry group, occupations are classified under the following categories: managerial, professional, technical, service, maintenance and production, clerical, and sales. Where an occupation falls into more than one industry, averages in each industry are combined to determine an all-industry average, which is provided in a separate section in the report.

Since the survey began, results have shown that a worker usually makes higher wages in Maricopa County. (See, "Why Do Maricopa County Workers Make More Money?", page 5). And the August 1988 survey was no exception, with an average hourly wage in Maricopa County at $9.60 compared to $8.86 in Pima County.

In the past 11 years, wages in the occupational categories of managerial, professional, and technical have averaged 5 to 20 percent higher in Maricopa County than Pima County. Clerical occupations have shown slightly lower disparities in total average wages, coming out 5 to 15 percent higher in Maricopa County. Only in the occupational groups of services, and maintenance and production have the counties' average wages been relatively close, with Pima County lower by 5 to 10 percent.

The news isn't all bad, however, for small business employees in Pima County. In terms of annual percentage growth during the past 12 months, Pima County outpaced its northern counterpart. The overall average wage in Pima County increased 6.4 percent from August 1987

(Continued on Page 3)

Who Uses Wage Data?

To name a few groups -- employers, employees, government officials, and private developers. Business owners use wage data to plan budgets or determine the economic feasibility of starting or expanding a business. Wage data are also valuable to someone deciding on a future occupation, making a career change, or contemplating moving to a specific area. In addition, hourly earnings are used by parties involved in Workers' Compensation cases to determine awards, and by contract bidders and federal officials to calculate costs for construction projects.

to August 1988, compared to a 4.3 percent rise in Maricopa County.

This was the first time since 1984 that average wages in Pima County recorded a larger yearly increase than in Maricopa County. Since 1980, small businesses in Maricopa County have shown a yearly wage increase of 5.1 percent to Pima County's 4.1 percent.

Out of 5,388 surveys sent to small employers in Maricopa County last August, 1,061 were returned, or 20 percent. The response in Pima County was slightly better, with 415 returned out of 1,837 mailed out, or 23 percent. Both response rates indicate representative samples and are in line with Research Administration (RA) wage surveys of small employers during the last decade.

(For information on how the survey is conducted, see "Everything You Always Wanted to Know -- About Wages in Maricopa and Pima Counties," Arizona Labor Market Information Newsletter, November 1987, pp 1-10.)

Following are brief overviews of each occupational category's results, with tables showing weighted-average hourly wages for selected occupations. Also provided (on page 5) are tables showing average wages and percent changes from the previous survey year in each industry group and occupational category.

MANAGERIAL

In only two of 19 managerial occupations surveyed -- hotel/motel manager and manager trainee -- both in the Services industry, did Pima County record higher average-wage levels in August 1988.

But survey results show the disparity in weighted-average wages for managerial occupations at a historically low level between the two counties -- 10.8 percent higher in Maricopa County. For the survey year, wage levels in the managerial occupation group increased 8.5 percent in Maricopa County and 10.1 percent in Pima County, helping Pima County close the gap slightly in average wages.

	Maricopa	Pima
Branch Manager	$21.05	$19.20
Construction Superintendent	16.17	15.33
Controller	17.19	15.87
Office Manager	12.17	11.94
Plant (General) Manager	19.34	18.33
Production Supervisor	12.08	10.53
Restaurant/Coffee Shop Mgr.	8.47	7.66
Retail Store Manager	9.55	9.51
Sales Manager	17.74	12.88
Service Manager	11.81	9.78
Warehouse Supervisor	10.02	9.41

PROFESSIONAL

Of 13 professional occupations surveyed, average-wage levels were 7.4 percent higher in Maricopa County. Pima County, though, did record higher average-wage rates in five occupations -- counselor, licensed practical nurse, loan officer, registered nurse, and training specialist. For the survey year, average wages for professional occupations increased 9.7 percent in Maricopa County and 6.8 percent in Pima County.

	Maricopa	Pima
Accountant	$12.44	$11.79
Buyer	13.72	9.22
EDP Systems Analyst	15.97	12.82
Electronic Engineer	18.76	13.34
Loan Officer	10.84	10.88
Mechanical Engineer	16.05	14.81
Purchasing Officer	12.39	10.46
Registered Nurse	13.61	18.10

TECHNICAL

The highest average-wage levels for certain technical occupations (primarily in the medical field) have

(Continued on Page 4)

seesawed between Pima and Maricopa counties over the years. But Maricopa County has always had a greater overall average-wage rate in this occupational group, as was the case in August when its average-wage level was 12.9 percent higher. For the year ending August 1988, the technical group of occupations' average-wage level increased 9.7 percent in Maricopa County, while Pima County's recorded no change.

	Maricopa	Pima
Drafter (Draftsman)	$11.05	$ 9.46
Electronic Technician	12.14	10.30
Estimator	15.30	13.04
Laboratory Tester	9.49	10.65

SERVICE

Average-wage levels for service occupations -- mainly in the food sector -- were 2.7 percent higher in Maricopa County. However, Pima County outpaced its neighbor to the north the past 12 months, showing a 5.1 percent gain in average-wage rates to Maricopa County's 0.8 percent increase. Four of 12 service occupations in Pima County had higher average-wage rates.

	Maricopa	Pima
Bartender	$4.05	$4.45
Chef	9.16	9.52
Cook	5.37	5.23
Host/Hostess	4.45	5.04
Housekeeping Cleaner	4.16	4.15
Kitchen Helper	3.97	3.87
Waiter/Waitress	2.69	2.62

MAINTENANCE AND PRODUCTION

Average wages in Maricopa County were 8.8 percent higher than in Pima County in the maintenance and production occupational group in August 1988. Pima County, however, made up some ground from the August 1987 survey, recording a 3.4 percent increase to Maricopa County's meager rise of 0.1 percent. And 13 of the 44 occupations in this group surveyed last August were paid higher average wages in Pima County.

	Maricopa	Pima
Auto Mechanic	$10.47	$ 8.17
Bulldozer Operator	13.86	10.92
Carpenter	12.63	9.67
Custodial Worker	5.45	6.20
Diesel Mechanic, Heavy	12.88	9.31
EDP Computer Operator	9.20	8.38
Electrician	10.32	12.11
Electronics Assembler	5.78	4.41
General Laborer	7.80	6.34
Groundskeeper	5.59	6.16
Inspector	8.70	8.03
Machinist	10.69	9.06
Material Handler	6.28	6.45
Nursing Assistant	5.21	5.59
Printing Press Operator	8.86	9.15
Sales Route Driver	6.89	6.38
Sheet Metal Worker	8.49	9.92
Tool and Die Maker	12.28	8.56
Truck Driver, Light	6.63	6.40

CLERICAL

Maricopa County dominated the 25 clerical occupations surveyed, with higher average wages in all but two jobs -- collector-bill/account and production clerk. This advantage is reflected in Maricopa County's 11.7 percent higher average wages in the clerical field. However, Pima County did close the gap somewhat for the year, recording a 5.8 percent wage-rate increase compared to a 4.9 percent gain for Maricopa County.

	Maricopa	Pima
Accounting Clerk	$ 7.71	$ 6.75
Clerk	6.63	5.78
EDP Keypunch Operator	6.90	6.83
Executive Secretary	10.49	9.90
Order Clerk	7.31	6.93
Payroll Clerk	7.96	7.14
Receptionist	6.07	5.75
Secretary	7.93	7.11
Shipping and Receiving Clerk	7.35	5.83
Switchboard Operator	6.64	5.33
Word Processing Machine Operator	8.29	7.70

(Continued on Page 6)

Why Do Maricopa County Workers Make More Money?

Why does Maricopa County have higher wage levels than Pima County in a vast majority of occupations?

First, Maricopa County has a larger manufacturing base than Pima County. Maricopa County's manufacturing employment -- primarily from electronic and aerospace businesses -- in August 1988 was 17.3 percent of its total nonagricultural work force, while Pima County's was 15.5 percent. Also, the manufacturing industry, with its union background, has historically paid higher wages and required higher-skilled occupations.

Pima County, on the other hand, is more dependent on two lower-waged industrial sectors -- services and retail trade. In August 1988 these segments numbered 58.7 percent of Pima County's total employment, compared to 52.2 percent of Maricopa County's work force.

Another reason for the difference in wages between Maricopa and Pima counties is that in the last decade Maricopa County has become the home base for many financial services and manufacturing companies, bringing with them their higher-waged personnel. And a side benefit from this is that higher wages at the top of the occupational ladder will tend to pull up the wage levels of occupations below it.

Also contributing to higher wages in Maricopa County is a higher cost of living, particularly in the housing sector. According to the ACCRA (American Chamber of Commerce Researchers Association) Cost of Living Index, which measures relative price levels for consumer goods and services, the city of Phoenix (in Maricopa County) was 4.1 percent more expensive to live in than the city of Tucson (in Pima County) in the third quarter of 1987.

For a more detailed analysis of the two counties' industrial and occupational makeup, see "Everything You Always Wanted to Know -- About Wages in Maricopa and Pima Counties," Arizona Labor Market Information Newsletter, November 1987, pp. 1-10.

AVERAGE HOURLY WAGES BY OCCUPATION - AUGUST 1988

	Maricopa County		Pima County	
	Average	Pct. Change	Average	Pct. Change
Managerial	$14.19	+8.5	$12.81	+10.1
Professional	14.05	+9.7	13.08	+6.8
Technical	11.72	+9.7	10.38	0.0
Service	4.97	+0.8	4.84	+5.1
Maintenance and Production	8.42	-0.1	7.74	+3.4
Clerical	7.52	+4.9	6.73	5.8
Overall	9.60	+4.3	8.86	+6.4

AVERAGE HOURLY WAGES BY INDUSTRY - AUGUST 1988

	Maricopa County		Pima County	
	Average	Pct. Change	Average	Pct. Change
Construction	$11.82	+4.7	$10.39	-3.4
Manufacturing	10.38	+5.2	9.03	-1.0
Trans., Comm., and Public Utilities	8.60	-2.0	9.33	+7.2
Wholesale Trade	9.82	+3.1	9.11	+10.4
Retail Trade	7.79	+6.4	6.45	+2.2
Finance, Insurance, and Real Estate	10.67	+4.2	9.91	+12.8
Services	8.38	+1.9	8.04	+8.7

SALES

This category showed some surprising results. Of the five occupations included in the wage survey, only one -- general salesperson -- had a higher average wage in Maricopa County. Average wages for the remaining occupations -- insurance sales agent, parts counter person, real estate agent, and sales clerk -- were higher in Pima County.

	Maricopa	Pima
General Salesperson	$ 9.50	$ 9.02
Insurance Sales Agent	15.08	22.43
Parts Counter Person	7.58	7.85
Real Estate Sales Agent	10.39	12.04
Sales Agent	5.21	5.57

(A free copy of data from the small-employer wage survey is available by calling the Department of Economic Security, Research Administration, at (602) 542-3871, or writing to the address located on the back of the newsletter. Publications with analysis and occupational definitions will be available in a few months.)

-- Glede Kohler

Film, Fact Sheet Focus on Women in Workplace

Breaking down stereotypes of working women, and the employment outlook for women by the year 2000 are topics of a recently released U.S. Department of Labor documentary film and fact sheet.

Put together by the Department of Labor's Women's Bureau, the film, "There's No Such Thing as Women's Work," traces the history of working women in America, from the Colonial period to present day. In addition, the documentary narrated by ABC news correspondent Carole Simpson, deals with employers' changing attitudes on child care, safety and health issues, and women's and children's protective labor laws.

The fact sheet, "Women and Workforce 2000," discusses demographic changes expected in the workforce in the next decade and how that will affect women, plus it gives an outlook for employment and lists 10 industries expected to generate the largest number of jobs between now and 2000.

The film -- available in 15- and 30-minute versions, and in VHS and ¾-inch videotape formats -- can be loaned out for 10 days. Requests for the film should be submitted in writing to: Women's Bureau, U.S. Department of Labor, Dept. R, 200 Constitution Ave., N.W., Washington, D.C., 20210.

Single copies of "Women and Workforce 2000" are free by writing to the same address.

LMI Publications — Hot off the Press

The following revised publication prepared by Department of Economic Security (DES), Research Administration, can be ordered from the address on the back of this newsletter or by calling (602) 542-3871. One copy will be sent at no charge. Multiple copies are available at a nominal charge to help cover the cost of printing. Other DES offices can order directly from DES Supply.

The latest edition of *Arizona Licensed Occupation Requirements* (PAL-077) lists more than 90 occupations requiring licensing in this state.

The publication provides the licensing agency name, address, and phone number, along with information on exams, fees, education, and other requirements for each occupation. The booklet is primarily designed for job seekers or those who may be planning a career change.

The Arizona Labor Force in December

Arizona's unemployment rate for December held steady at 6.8 percent, while the number of unemployed dropped seasonally by 2,200.

The total number of employed also dipped by 8,400, an unusual event in December. The decrease resulted because Election Day workers were included in November's employment survey. It was the first time since 1960 that presidential election employment has been counted in November's employment estimates.

On average, there has been a 5,500 increase in total employment in December since 1982. This year's artificially high November residence-based employment level masked any normal gains made in the month.

Wage and salary employment also dropped by 5,300 for the same reason. Average gains in December since 1982 have been on the order of 6,700.

Nevertheless, in December, the underlying change in employment by industry continued in a manner similar to the last several months. Construction declined by another 1,000 jobs, bringing the downturn in that industry to a full two-and-a-half years. Finance, Insurance, and Real Estate (FIRE) followed -- dropping by 100 jobs -- and began its second year of decline. Manufacturing, too, dropped another 300, mostly from the high-tech machinery manufacturing sector.

The seasonal industries performed slightly weaker than expected in December. Transportation, Communications, and Public Utilities (TCPU) added 500 jobs, while 900 has been the average December rise since the last recession in 1982.

(Continued on Page 12)

BLS Revises Method for Estimating Employment, Unemployment Rate

Beginning in January, the U.S. Bureau of Labor Statistics (BLS) revised its method for calculating monthly employment and unemployment estimates for 39 states (including Arizona) and the District of Columbia.

The BLS replaced a building-block method with a variable-coefficient regression model approach. It developed the new procedure through analysis of more than 10 years of data, and testing conducted with the assistance of state employment security agencies. The regression models are expected to yield more precise estimates that will automatically adjust to structural changes in each state's economy.

Since 1973, the BLS has been responsible for procedures used by states to generate monthly estimates of the civilian labor force in all states, metropolitan areas, counties, and cities of 25,000 population or more. During that time the BLS has maintained an active research effort to improve the methodological basis of state and area labor force estimates. And in recent years it has focused on a complete redesign of the estimating methodology for states with small sample sizes, to avoid making ad-hoc adjustments.

Labor force estimates for the nation as a whole are produced directly from the Current Population Survey, a scientifically selected sample of households that are representative of the total population. In the 11 most-populated states (California, Florida, Illinois, Massachusetts, Michigan, New Jersey, New York, North Carolina, Ohio, Pennsylvania, and Texas), the CPS sample sizes are large enough to produce reliable estimates and are used as the official employment and unemployment series.

However, in 39 states (referred to as nondirect-use states), with sample sizes too small to support direct development of monthly employment and unemployment estimates, a building-block approach was used to define and estimate components of unem-

(Continued on Page 13)

December 1988 (in thousands)

	Arizona				
				Amount Change	
	Dec.* 1988	Nov. 1988	Dec. 1987	Nov.- Dec.	1987- 1988
TOTAL CIVILIAN LABOR FORCE**	1753.8	1764.4	1652.4	-10.6	+101.4
Total Unemployment	114.0	116.2	95.2	-2.2	+18.8
Rate	6.5	6.6	5.8	----	----
Rate (Sea. Adj.)***	6.8	6.8	6.0	----	----
Total Employment	1639.8	1648.2	1557.2	-8.4	+82.6

The Above Labor Force Statistics Should N

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1435.3	1440.6	1423.1	-5.3	+12.2
Manufacturing	188.5	188.8	188.6	-0.3	-0.1
Durable Goods	145.4	145.4	146.6	+0.0	-1.2
Stone, Clay, and Glass	7.3	7.2	7.6	+0.1	-0.3
Primary and Fabricated Metals	16.2	16.2	15.9	+0.0	+0.3
Primary Metals	7.4	7.4	7.2	+0.0	+0.2
Fabricated Metals	8.8	8.8	8.7	+0.0	+0.1
Machinery	65.0	65.2	65.3	-0.2	-0.3
Other Durable Goods	56.9	56.8	57.8	+0.1	-0.9
Aircraft and Missiles	26.3	26.2	26.9	+0.1	-0.6
Lumber and Wood Product (Excluding Furniture)	8.7	8.7	8.5	+0.0	+0.2
All Other Durable Goods	21.9	21.9	22.4	+0.0	-0.5
Nondurable Goods	43.1	43.4	42.0	-0.3	+1.1
Food and Kindred Products	9.5	9.5	9.0	+0.0	+0.5
Apparel	4.7	4.6	4.8	+0.1	-0.1
Printing and Publishing	16.3	16.4	16.2	-0.1	+0.1
All Other Nondurable Goods	12.6	12.9	12.0	-0.3	+0.6
Mining and Quarrying	12.1	12.1	11.7	+0.0	+0.4
Copper Mining	9.0	9.0	8.7	+0.0	+0.3
Other Mining and Quarrying	3.1	3.1	3.0	+0.0	+0.1
Construction	93.7	94.7	97.9	-1.0	-4.2
Trans., Communications, & Public Utilities.	74.0	73.5	75.0	+0.5	-1.0
Transportation	37.8	37.4	38.3	+0.4	-0.5
Communications and Public Utilities	36.2	36.1	36.7	+0.1	-0.5
Trade	358.5	353.2	351.2	+5.3	+7.3
Wholesale Trade	70.2	69.6	69.9	+0.6	+0.3
Retail Trade	288.3	283.6	281.3	+4.7	+7.0
General Merchandise and Apparel	48.4	46.2	48.9	+2.2	-0.5
Food Stores	48.2	47.0	45.7	+1.2	+2.5
Automotive and Service Stations	33.6	33.4	32.3	+0.2	+1.3
Eating and Drinking Places	99.9	99.4	97.4	+0.5	+2.5
Other Retail Trade	58.2	57.6	57.0	+0.6	+1.2
Finance, Insurance, and Real Estate	90.8	90.9	95.1	-0.1	-4.3
Services and Miscellaneous	360.3	359.2	353.0	+1.1	+7.3
Hotels and Other Lodging Places	41.0	41.1	37.8	-0.1	+3.2
Business Services	76.8	76.0	77.2	+0.8	-0.4
Health Services	91.5	91.2	88.7	+0.3	+2.8
Other Services	151.0	150.9	149.3	+0.1	+1.7
Government	257.4	268.2	250.6	-10.8	+6.8
Federal	43.6	43.8	43.3	-0.2	+0.3
State and Local	213.8	224.4	207.3	-10.6	+6.5
School	125.1	125.4	124.2	-0.3	+0.9

* Preliminary

** Labor force, unemployment, and employment are reported by place of residence.

*** Normal seasonal variations have been eliminated to reflect underlying economic trends.

December 1988 (in thousands)

MARICOPA COUNTY					PIMA COUNTY				
			Amount Change					Amount Change	
Dec.* 1988	Nov. 1988	Dec. 1987	Nov.- Dec.	1987- 1988	Dec.* 1988	Nov. 1988	Dec. 1987	Nov.- Dec.	1987- 1988
1078.1	1085.6	1020.7	-7.5	+57.4	333.6	335.0	315.4	-1.4	+18.2
59.1	60.7	50.0	-1.6	+9.1	18.1	18.6	15.2	-0.5	+2.9
5.5	5.6	4.9	---	---	5.4	5.6	4.8	---	---
5.7	5.7	5.1	---	---	5.5	5.6	4.9	---	---
1019.0	1024.9	970.7	-5.9	+48.3	315.5	316.4	300.2	-0.9	+15.3

t Be Used for Economic Assistance Programs

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

940.6	943.0	936.1	-2.4	+4.5	254.8	254.8	251.8	+0.0	+3.0
137.8	138.0	137.3	-0.2	+0.5	29.9	29.8	31.0	+0.1	-1.1
107.6	107.5	107.6	+0.1	+0.0	24.1	24.0	25.5	+0.1	-1.4
4.9	4.8	4.9	+0.1	+0.0					
11.0	11.0	10.8	+0.0	+0.2					
51.6	51.8	51.9	-0.2	-0.3					
40.1	39.9	40.0	+0.2	+0.1					
30.2	30.5	29.7	-0.3	+0.5	5.8	5.8	5.5	+0.0	+0.3
6.2	6.2	6.1	+0.0	+0.1					
3.7	3.6	3.5	+0.1	+0.2					
11.3	11.4	11.5	-0.1	-0.2					
9.0	9.3	8.6	-0.3	+0.4					
0.7	0.7	0.6	+0.0	+0.1	1.9	1.8	1.6	+0.1	+0.3
62.5	63.4	65.4	-0.9	-2.9	18.5	18.3	19.2	+0.2	-0.7
51.2	50.8	51.4	+0.4	-0.2	9.6	9.5	9.8	+0.1	-0.2
27.7	27.4	27.5	+0.3	+0.2	4.7	4.6	4.9	+0.1	-0.2
23.5	23.4	23.9	+0.1	-0.4	4.9	4.9	4.9	+0.0	+0.0
240.9	238.1	236.9	+2.8	+4.0	59.7	58.4	58.1	+1.3	+1.6
55.0	54.8	54.4	+0.2	+0.6	8.2	8.2	8.1	+0.0	+0.1
185.9	183.3	182.5	+2.6	+3.4	51.5	50.2	50.0	+1.3	+1.5
29.9	28.8	31.7	+1.1	-1.8	8.7	8.0	8.7	+0.7	+0.0
31.3	30.3	29.5	+1.0	+1.8	8.0	7.9	7.5	+0.1	+0.5
20.9	20.8	19.8	+0.1	+1.1	5.7	5.7	5.5	+0.0	+0.2
64.4	64.1	62.5	+0.3	+1.9	18.5	18.3	18.1	+0.2	+0.4
39.4	39.3	39.0	+0.1	+0.4	10.6	10.3	10.2	+0.3	+0.4
72.1	72.3	75.3	-0.2	-3.2	12.1	12.0	12.6	+0.1	-0.5
242.6	241.6	237.6	+1.0	+5.0	67.9	67.8	66.7	+0.1	+1.2
24.3	24.1	21.4	+0.2	+2.9	6.8	6.9	7.1	-0.1	-0.3
60.7	60.2	61.9	+0.5	-1.2	11.3	11.2	11.0	+0.1	+0.3
59.9	59.8	58.3	+0.1	+1.6	19.6	19.5	18.9	+0.1	+0.7
97.7	97.5	96.0	+0.2	+1.7	30.2	30.2	29.7	+0.0	+0.5
132.8	138.1	131.6	-5.3	+1.2	55.2	57.2	52.8	-2.0	+2.4

NOTE: Prepared by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Nonmetropolitan Counties
Labor Force and Employment
December 1988

	Apache	Cochise	Coco-nino	Gila	Graham	Green-lee	La Paz
CIVILIAN LABOR FORCE*	16,200	37,125	44,400	13,725	9,400	3,225	5,250
Total Unemployment	2,850	3,300	4,525	1,850	925	300	525
Rate	17.6%	8.9%	10.2%	13.5%	9.8%	9.3%	10.0%
Rate (Seas. Adj.)**	18.3%	9.0%	10.0%	13.3%	10.2%	9.3%	9.9%
Total Employment	13,350	33,825	39,875	11,875	8,475	2,925	4,725
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY	15,275	25,625	38,000	10,825	5,625	2,975	3,450
Manufacturing	825	1,200	2,850	1,275	225	75	325
Mining & Quarrying	50	125	150	1,325	0	1,575	75
Construction	825	1,050	1,550	650	200	200	125
T.C.P.U.	2,000	1,650	2,300	375	150	50	75
Trade	1,550	5,625	9,175	2,325	1,625	225	1,150
F.I.R.E.	300	675	750	275	100	25	100
Services & Misc.	4,575	4,575	9,700	1,900	950	125	800
Government	5,150	10,725	11,525	2,700	2,375	700	800

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
CIVILIAN LABOR FORCE*	33,600	28,700	41,475	10,875	38,650	59,425
Total Unemployment	2,425	3,850	3,700	1,350	2,825	8,350
Rate	7.2%	13.4%	8.9%	12.4%	7.3%	14.1%
Rate (Seas. Adj.)**	7.2%	13.7%	9.6%	13.5%	6.5%	18.8%
Total Employment	31,175	24,850	37,775	9,525	35,825	51,075
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY	22,550	20,475	31,600	9,750	25,100	28,600
Manufacturing	2,900	1,925	3,850	1,300	2,275	1,850
Mining & Quarrying	325	1,175	3,700	0	975	75
Construction	1,875	900	1,450	300	2,100	1,425
T.C.P.U.	1,225	1,900	975	550	850	1,125
Trade	6,525	4,150	5,700	4,150	6,725	8,950
F.I.R.E.	950	375	775	350	975	925
Services & Misc.	4,825	4,575	4,550	1,425	5,475	6,250
Government	3,925	5,475	10,600	1,675	5,725	8,000

* Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for economic assistance programs.

T.C.P.U. = Transportation, Communications, and Public Utilities
F.I.R.E. = Finance, Insurance, and Real Estate

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

Estimated Hours and Earnings of Production Workers in Selected Industries Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987
Manufacturing	413.66	410.94	408.12	41.7	41.3	41.1	9.92	9.95	9.93
Aircraft & Missiles	INA	INA	568.71	INA	INA	44.5	INA	INA	12.78
Food & Kindred Prod.	326.58	329.87	366.16	39.3	39.6	39.8	8.31	8.33	9.20
Primary Metals	503.87	509.33	444.22	39.8	39.3	38.0	12.66	12.96	11.69
Machinery	411.26	409.85	414.93	40.8	40.7	40.6	10.08	10.07	10.22
Copper Mining	525.10	530.82	504.71	40.8	41.6	41.1	12.87	12.76	12.28
Construction	420.64	422.67	429.09	36.2	36.5	36.8	11.62	11.58	11.66
Utilities	640.48	632.88	619.07	42.5	41.5	42.2	15.07	15.25	14.67
Retail Trade**	242.22	241.80	244.78	33.0	32.5	32.9	7.34	7.44	7.44
Wholesale Trade	369.72	374.53	390.85	39.0	39.3	39.6	9.48	9.53	9.87

Estimated Hours and Earnings of Production Workers in Selected Industries Maricopa County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987
Manufacturing	439.95	443.10	443.52	42.1	42.0	42.0	10.45	10.55	10.56
Construction	439.56	431.43	445.38	37.0	36.5	36.9	11.88	11.82	12.07
Retail Trade**	267.81	266.40	274.46	33.9	33.3	33.8	7.90	8.00	8.12
Wholesale Trade	391.44	393.22	405.82	39.7	39.8	39.4	9.86	9.88	10.30

Estimated Hours and Earnings of Production Workers in Selected Industries Pima County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987	Dec.* 1988	Nov. 1988	Dec. 1987
Manufacturing	386.16	378.65	366.70	40.1	39.9	39.6	9.63	9.49	9.26
Copper Mining	578.34	597.97	540.56	42.0	43.3	42.8	13.77	13.81	12.63
Construction	388.07	386.34	376.38	37.1	36.9	36.4	10.46	10.47	10.34
Utilities	584.22	572.05	578.51	41.2	40.6	42.6	14.18	14.09	13.58

* Preliminary
** Excludes eating and drinking places

NOTE: These estimates are based on a sample of full-time and part-time production, and related employees whose payroll and hours are reported for the pay period that includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.